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**CONFIDENTIAL**

... The 13th meeting of the CIA RETIREMENT BOARD  
convened at 2:00 p.m. on Thursday, 1 July 1965, with the following present:

Mr. Emmett D. Echols, Chairman

25X1A9a

[REDACTED] DP Member

[REDACTED] DDP Member

Mr. Paul A. Borel, DDI Member

Mr. George C. Miller, DDS&T Member

25X1A9a

[REDACTED] DS Member

[REDACTED] Finance Adviser

[REDACTED] Executive Secretary

[REDACTED] Recording Secretary

MR. ECHOLS: The first item of business is our minutes of 25X1A

the 12th meeting. I'd like to make a comment on paragraph 2.d. [REDACTED]

was counselled regarding the implications of his request for a 3-day extension to

complete 25 years of service and when he understood it meant the loss of annuity

for 27 days, he immediately withdrew the request. Now I don't know whether or

not he was assured, in terms of a service certificate, that he would get a 25 year

certificate, but that will be the case.

Are there any revisions, corrections or additions to the  
minutes? (No response.) If not, we will accept them as presented.

Item 2 is a re-draft of the letter of notification of non-eligibility.

25X1A9a

[REDACTED]: I move its approval, and with congratulations on  
the improvements.

MR. ECHOLS: Are there any other comments--

MR. GEORGE MILLER: Could I ask one question? I notice  
that I got something a little bit different from this when I was told I was not eligible,  
and I know that some of our people have received still a third one which is not like  
this, and not like the one I received.

MR. ECHOLS: We are trying to come up with something with  
the proper attitude and the proper information--

MR. GEORGE MILLER: Everyone will get this one now?

MR. ECHOLS: Yes, from here on out, if this one is accepted.

Do you think there is any purpose in going back to those who  
got the other letter?

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MR. GEORGE MILLER: I don't know. The one I got said something about why I wasn't considered eligible -- the others did not.

25X1A9a [REDACTED] That went into the 15 years and didn't have time to make it up, and so on, as to why--

MR. ECHOLS: That won't be clarified, frankly, until the Bulletin comes out.

25X1A9a [REDACTED] There is a difference, isn't there, between the letter a man receives if he doesn't qualify on the 15 year basis, and this letter? I don't know whether George got that point.

MR. GEORGE MILLER: Mine said I didn't qualify because I didn't have 60 months overseas.

MR. ECHOLS: In other words, yours was the deferral letter.

25X1A9a [REDACTED] I think that letter you received, George, pointed out that you were not eligible because of the fact that you had more than 15 years of Agency service but had not 60 months of qualifying service, and you would be held out until such time as you did complete it.

MR. ECHOLS: Would be held out until--

25X1A9a [REDACTED] Does that letter still stand?

MR. ECHOLS: Yes. That is an entirely different letter. This one is the non-eligibility, and the other one is a deferral.

25X1A9a [REDACTED] The other one goes to people who sort of qualify in terms of the other criteria but don't make it for this technicality.

MR. ECHOLS: Are you satisfied with this, George?

MR. GEORGE MILLER: Fine.

MR. ECHOLS: Item 3, we turn to our actual cases. In Category A we have those who not only meet all of the basic criteria and have been nominated but they are also subject to mandatory retirement and their Career Services have stated they do not intend to request any extension.

I'd like to call your attention to the fact that case No. 3 here, [REDACTED] is the man we considered last time that wanted the 3-day extension --

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which he has withdrawn.

Is there any discussion on these three cases?

25X1A9a [REDACTED] In the absence of any discussion, Mr. Chairman,

I move we accept them for designation.

25X1A9a [REDACTED]: Are we, in your opinion, facing here a sort of an academic step that we must go through? Are these people going to refuse this and elect to stay in the Civil Service and go on until they are 62?

MR. ECHOLS: I don't know this.

Phil, have we any indication that the individuals do not want to be designated?

25X1A9a [REDACTED]: We have a request for retirement from [REDACTED] 25X1A9a

[REDACTED] -- although it's a mandatory retirement case, we still have that. 25X1A9a

25X1A9a MR. ECHOLS: We also know that [REDACTED] is prepared to retire. So two out of the three, at least, are purely academic.

25X1A9a Well, on [REDACTED] memo states that if he should elect not to remain a participant in the CIA System [REDACTED] will retain him until he reaches age 62 in June 1966. So apparently they do not know how he is going to respond to this -- and we do not know either. STATSPEC

MR. BOREL: That's rather odd. They ought to be able to find out, certainly. Why go through this only to have the man possibly turn it down?

25X1A9a [REDACTED] If he really isn't going to elect they shouldn't send him up, I guess.

MR. ECHOLS: If I can read between the lines -- and I have not investigated this -- they would like to put him in the system in the hope he will accept the conditions and be retired, but they are uncertain that he will.

25X1A9a [REDACTED] His years of service are such that he would benefit by being in the system. On the other hand, he might want that other year-plus of salary.

MR. ECHOLS: It has been moved we accept these three cases.

25X1A9a [REDACTED]: Second.

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. . . . This motion was then passed . . . .

MR. ECHOLS: In Category B we have the case of an employee who meets the basic criteria--

25X1A9a [REDACTED] Let me ask one other thing. Are these people who have sort of had -- I notice, for example, [REDACTED] is one of them that has got to be 25X1A out by 31 July. Has he had much advance notice of this, or is this coming pretty much as a shock to him that he has to retire next month?

MR. ECHOLS: I haven't the slightest idea. He couldn't have had much advance notice, because we haven't been in operation very long. He has had five years of notice that he had to retire at 62.

MR. BOREL: And also a general awareness that this legislation has been in the mill a long time.

25X1A9a [REDACTED] I thought it was interesting that under the new Foreign Affairs -- you know, this whole thing that they are -- well, I'm not sure whether it's even a part of what is being suggested, but that has been a sort of a 3-year moratorium on mandatory retirements under the new Act so that nobody could be whipped in quickly and put out. It's interesting that they are sort of cranking that into that one but didn't think of it with ours -- although I think we almost said the same thing in terms of 50 here.

MR. ECHOLS: We did this initially, though, when we adopted our own policy of 60 with 30 or 62 with five or more -- we did this initially, to give people planning time--

25X1A9a [REDACTED] There might possibly be a compassionate problem here.

MR. ECHOLS: But this could be worked out in due course without any trouble.

25X1A9a [REDACTED] I suppose his out is to refuse to take it and go for Civil Service.

MR. ECHOLS: He could also appeal for an extension under our plan.

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25X1A9a [REDACTED] They have already said they don't want him.

25X1A [REDACTED]: Who said that?

STATSPEC

25X1A9a [REDACTED] There is a memo saying [REDACTED] has no intention of requesting an extension of his service.

MR. ECHOLS: They will not request an extension on the grounds that they need him or have to have his services.

25X1A9a [REDACTED] He either turns down the extra 4% or he gets out this month.

MR. BOREL: This is precisely one of the reasons we have this legislation.

25X1A9a [REDACTED]: Well, it's fine once it's cranking, but these first few are--

25X1A9a MR. ECHOLS: Are we ready for item B? This is the case of [REDACTED] who will be 62 this month and of mandatory retirement age under the CIA System. However, he has been granted an extension under the Civil Service System until June 1966 and his Career Service requests an extension under the CIA System until that date. Now the reason for the extension being requested is not just because he wants to stay on, but because, as they state in their memorandum, 25X1A6a

"His expertise in [REDACTED] affairs, combined with a long background of thorough familiarity with broadcast source materials, is unequalled [REDACTED] and was recognized in the Quality Step Increase granted to him in September 1964 for sustained excellence in the performance of his duties. It will be exceedingly difficult to find and train a qualified replacement. It would be impossible to do so in the brief period of time remaining until the date on which he is eligible for retirement."

STATSPEC

So here is a case where the Office is prepared to ask for an extension until June 1966 to give them time to find and train a replacement.

I might at this point report to the Board that the delegation of authority to me to make extensions up to one year has been approved. So I could do what is required in this case -- because 11-plus months is involved -- under the authority which has been given to me. Also in connection with this authority --

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the authority, as you know, was for one year only, but I am required to submit monthly reports citing the names, ranks, and length of extensions approved, and this over Dick Helms' initials. So we have the authority, we have that flexibility, but it's being carefully monitored.

25X1A9a [REDACTED]: I move this designation.

MR. GEORGE MILLER: Second.

25X1A9a [REDACTED] Again, just a technicality -- you're not saying the Board is sitting in judgment on the extension. You have already approved that - you together with the Career Service head?

MR. ECHOLS: Yes. In this case there is no question--

25X1A9a [REDACTED] It isn't [REDACTED] really a subject for discussion. ILLEGIB

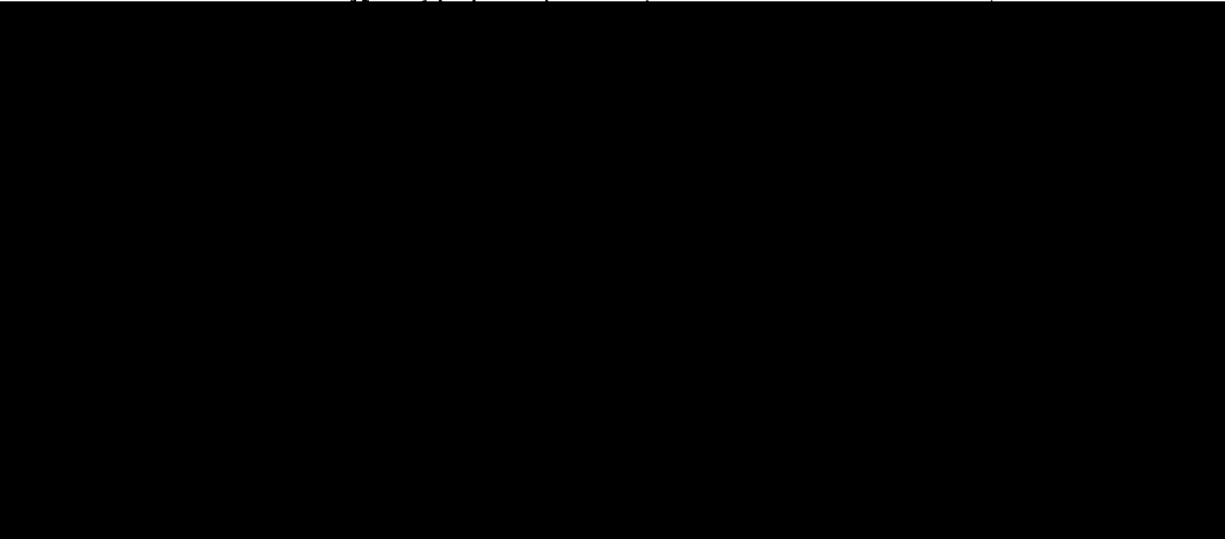
MR. ECHOLS: In some cases I might very well solicit the advice of this Board -- although true, I have the technical authority.

25X1A9a [REDACTED]: In this case it's clear enough and you have gone ahead, but you might have other cases where before you make a decision--

MR. BOREL: I might say that as far as the DD/I is concerned in these cases we lean on them pretty hard not to extend, because the turnover at this level is low and we like to have people see a little ahead. So it's only under such circumstances that we feel we ought to go along with it.

MR. ECHOLS: In Category C is the case of a single employee being resubmitted by the Director of Communications on the basis of additional information presented in his memorandum dated 17 June 1965.

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this other one -- I don't think he was too surprised on being turned down.

MR. BOREL: I feel what is lacking here is any indication that there was any undue hardship on this individual to be put in these circumstances.

25X1A9a [REDACTED] I'm sorry, I didn't get the first part of what you said.

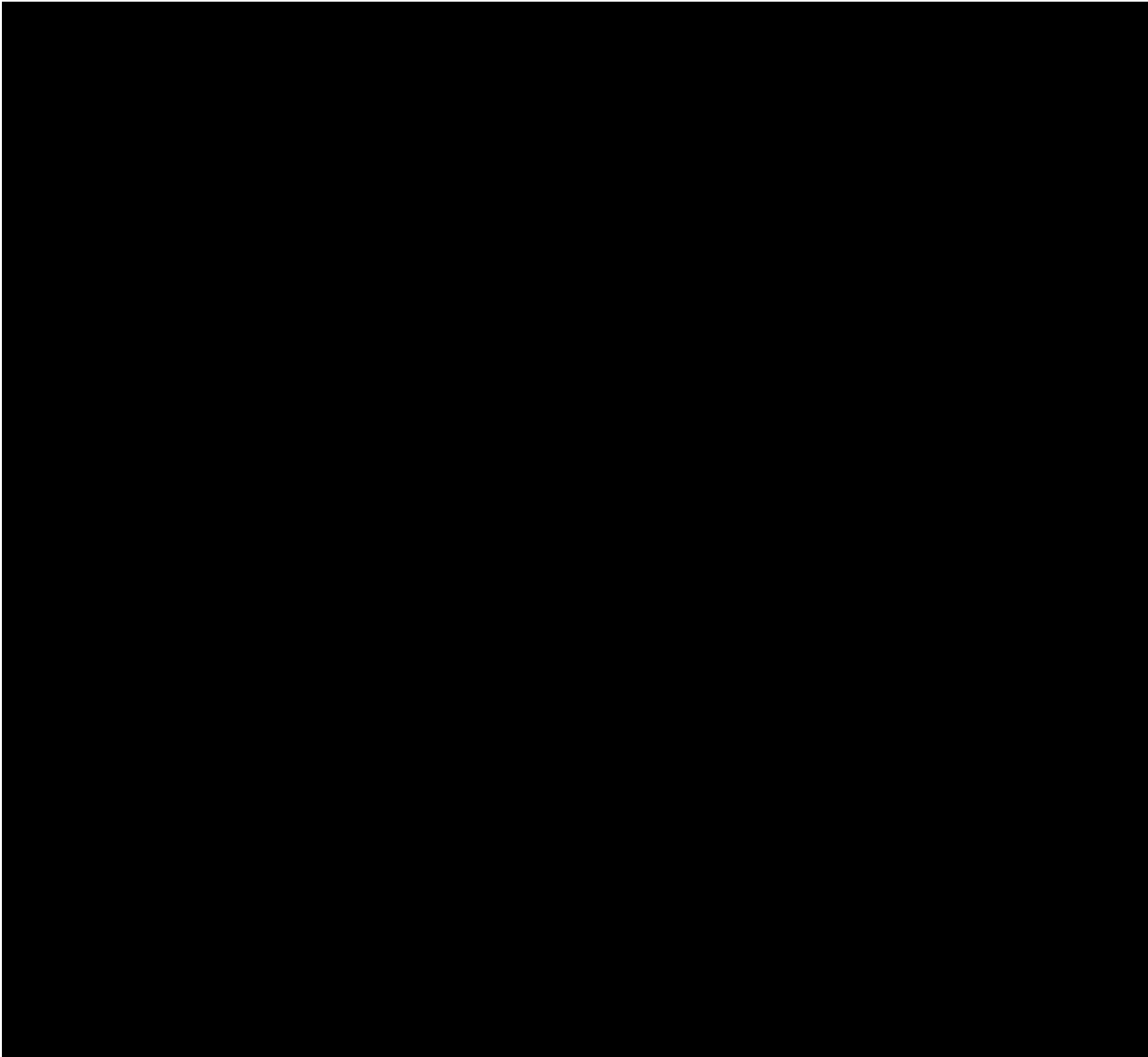
MR. BOREL: I think I would need evidence of why this was a rough deal for him -- in other words, why he requires special consideration.

25X1A9a [REDACTED] I'd like to add I'm not convinced either, and I want

25X1A9a to get the Board's sentiment on it. It was interesting that [REDACTED] said that

25X1A6a they were playing around with certain jobs in [REDACTED] with the thought that they might

25X1A be qualifying -- and I'd like to say that this particular category is not necessarily the

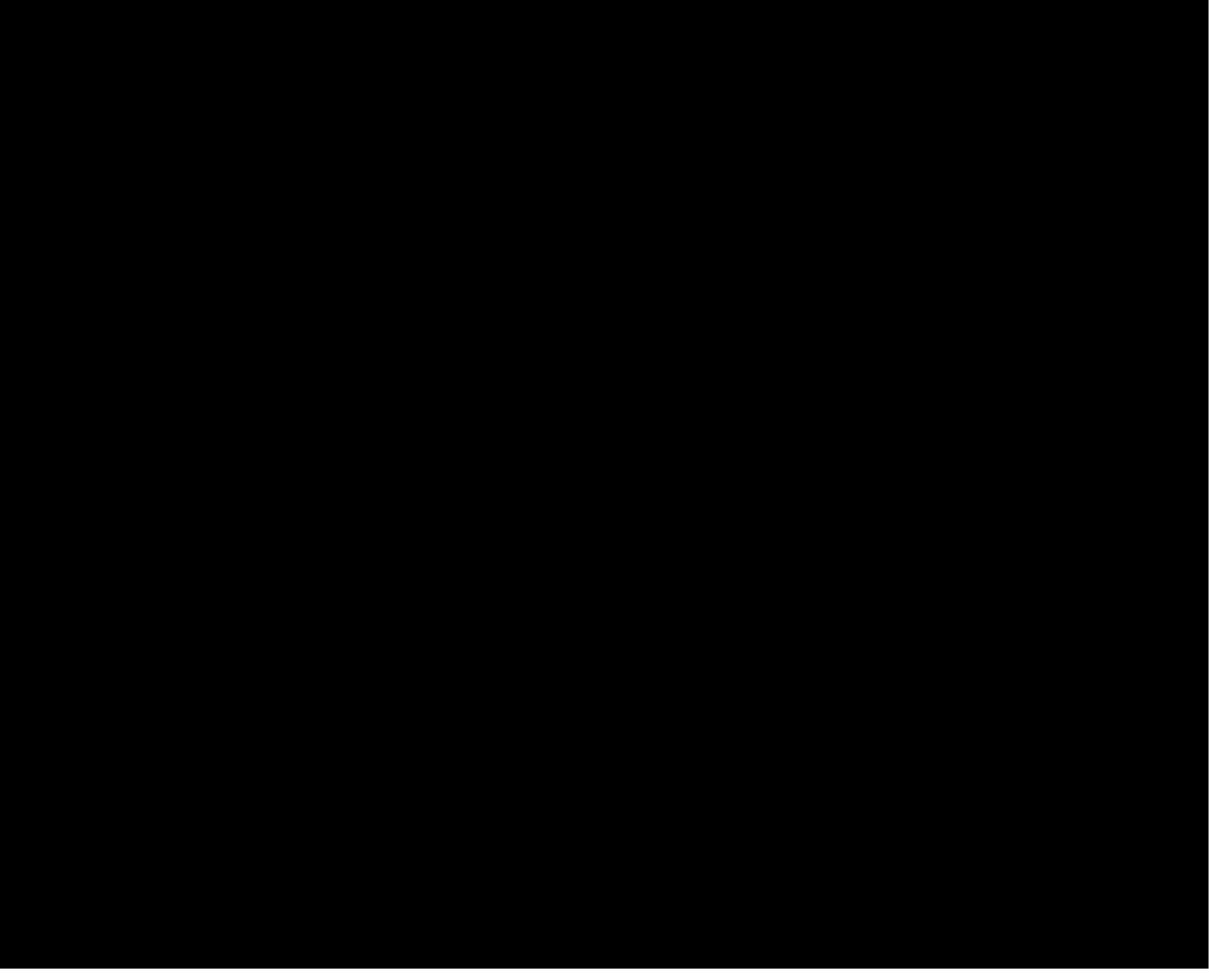


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25X1A9a [REDACTED] Pretty much. I'd say over the years that have passed and the years that will come there would be on the average of 40 to 50 people there. There could be 100-odd people very easily involved. So whatever decision 25X1A we are making will take care of a large number of cases.



But by and large my own feeling is it doesn't meet the criteria. It's a borderline case, but I don't think -- I'd hate to have to justify it to some of the people in Congress who wrote this thing in. And yet I think we should consider it pretty carefully, because there will probably be similar situations. There are a lot of people involved. Most of them, of course, have the overseas duty anyway -- that's the nature of this business. 25X1A9a [REDACTED] would have it, too, if it wasn't that he is now so sick that he is going to get out. But it's one of these things that's up to John Tietjen, and the reason I brought it up is we're not clear we can get him a disability retirement, but, one way or the other, I guess he is getting out in January, and we would like to be

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able to tell him, "You will either get a disability retirement or you're eligible to retire under our System" -- but if he is not, because of his age he will have a tremendous reduction, of course, in what he gets. However, he is a long term Navy type, as you can see -- he has a lot of years of service -- it goes back to 1930 -- he's up to 35 years of service.

MR. ECHOLS: Well, that is approximately a nine percent reduction for age.

Is there any other discussion ?

MR. GEORGE MILLER: Has it been determined that people in JMWAVE will get -- that this is qualifying--

MR. ECHOLS: No.

25X1A9a

25X1A9a [REDACTED] No, there was just an indication from [REDACTED] last Tuesday that they may select certain people in WAVE the nature of whose work is such that they think it might qualify -- and I can understand that.

MR. ECHOLS: It is conceivable that we might have an installation where we might in effect rule on the conditions of service at that installation during certain periods of time and that [REDACTED] at that time service anyone there/might have had was ILLEGIB qualifying service. But we haven't come to anything like that yet, and I think at the moment the Board feels that we have to look at each individual's duties and rule on those duties.

25X1A9a [REDACTED] I think the point might be there, George, that there might be a Finance officer at WAVE who comes in and puts in his eight or nine hours 25X1A6a a day at a desk and then goes home to his home [REDACTED] and other than the fact that he is under cover there is no real hardship. On the other hand, you have case officers who are really running down back alleys, taking fast trips out of the country and back in, where I think they would well qualify -- where the communicator there just stays at the base station. And even there we might have the regular communicators who are just working the circuits - nothing -- but the training officer who works with the case officer and who goes out on covert training [REDACTED] or that sort of thing - might be covered.

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25X1A9a

MR. GEORGE MILLER: Can't [REDACTED] retire in two years with 35 years--

25X1A9a

[REDACTED] At a reduced annuity, yes. It's always reduced--

MR. ECHOLS: At 55 and with 30 he can retire, but it would mean a five percent reduction.

I think we are probably ready for a motion on this case, if I may have one.

MR. BOREL: I move this application be disapproved.

25X1A

[REDACTED] Supported.

. . . . This motion was then passed . . . .

MR. ECHOLS: In Category D we have 19 individuals nominated

for designation who do have 15 or more years of Agency service and therefore will

immediately acquire a vested interest. In this connection, I'd like to call attention

25X1A9a

to two cases. [REDACTED] will reach mandatory retirement age of 60 on

6 March 1966, and I have a letter here from Joe Larocque which I would like to read

to you. (Mr. Echols then read this memorandum to the Board.)

Now I think the thrust of this memorandum is that they believe this man qualifies for

the System, and they would like to put him in and give him the benefits of the System.

At the same time, they are serving advance notice that they consider this man a most

valuable employee and one for whom they will seek an extension until March 1966.

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Now I bring this [REDACTED] up for this reason. The decision, of course,

to grant an extension is one that can only be made by the Director, and I have no doubt --

if this man is in good health, and if he is performing effectively, and if there is still a

shortage -- at this man's compulsory retirement age the Director will honor such an

extension request. The question I raise in my mind is how far in advance of

mandatory retirement age should requests for extensions go to the Director? Should

this request here be initiated immediately? - should we ask the Director to prejudge

this thing so far in advance? - or six months in advance? - or a year in advance?

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What is a reasonable period for the predetermination of an extension?

25X1A9a [REDACTED]: If they were planning to send this man overseas then I can see where they would want to know right now. So I don't know what their plans are for him. I do know [REDACTED] -- he served in [REDACTED] at the same time I did -- and he is a pretty vigorous sort of a fellow.

MR. ECHOLS: I think my own recommendation would be that six months might be a reasonable period -- so the man isn't held on the ropes until the last minute, so he can make some reasonable plans as to whether he renews the lease on his house or whatever he's doing. On the other hand, you could say - well, a year is not too long in planning one's retirement. Now how far in advance do you ask the Director to make a decision about the future performance of an individual?

MR. BOREL: There's the other end of it, too, and it seems to me the Office here is asking for a long time, and I'd like to see a request not be for more than a year at a time.

25X1A9a [REDACTED]: I don't agree with that.

MR. ECHOLS: There would have to be exceptions to that because of overseas tours--

25X1A9a [REDACTED]: If they wanted him to go overseas in August of 1965, for example, and they were looking forward to a three year tour from him.

MR. BOREL: But the reason they give for an extension is the lack of a replacement, and this situation can change--

MR. GEORGE MILLER: You can hire electronic engineers pretty easily.

MR. BOREL: Exactly. I wouldn't want to make it too easy for them to [REDACTED] quit looking - looking hard.

25X1A9a [REDACTED]: Yes, you can hire electronic engineers, but you can't hire them fresh off the street with this background and experience.

25X1A9a [REDACTED]: We are trying, but we get youngsters just out of college and that's about it.

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MR. GEORGE MILLER: We're picking them up - the youngsters just out of college, and they're good--

MR. ECHOLS: I think it might be a worthwhile thing, at least for a year, if the Board took a look at these requests -- and we in Personnel could speak to what the recruitment picture is, in part, and the operating office can, too -- and maybe we will say, "Hell, we can get a replacement for this guy in two years"--

25X1A9a [REDACTED] But to what purpose? Here is a man who is experienced and doing the work. For what purpose do you want to bring in somebody else?

MR. BOREL: I guess the main purpose would be to [REDACTED] comply with the retirement policy. They can say that about any (chief of an OO station) -- give the song and dance that he knows everybody in town, and nobody will be able to replace him, and the next thing we know they're transferring a guy from across the country to take his place.

25X1A9a [REDACTED] But [REDACTED] is indicating in most cases they don't want extensions. You (indicating Mr. Borel) are taking a fairly hard-nosed approach. I tend the other way. STATSPEC

MR. BOREL: I don't think it's hard nosed -- at least one year, with a chance of reapplying for another extension.

25X1A9a [REDACTED]: To me if the head of the Career Service is real happy with this man and doesn't feel he can pick up somebody to replace him in kind, and if the man is healthy and producing, I'm more inclined to go along with the head of the Career Service.

25X1A9a [REDACTED] I am, too.

MR. ECHOLS: Well, certainly--

25X1A9a [REDACTED] I don't have any trouble with this.

MR. ECHOLS: Certainly this two-year extension doesn't bother me a bit. What does the law say with regard to extensions? - what is the period--

25X1A9a [REDACTED] Up to five years.

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MR. ECHOLS: What if people adopted the standard practice of just routinely asking for five years? Is there any objection to that? How would you feel if Office Heads or Career Service Heads routinely started asking for five year extensions?

25X1A9a [REDACTED] I think as Paul does, that that would be running right afoul of the spirit of this policy.

25X1A9a [REDACTED] I find it difficult to anticipate that.

MR. BOREL: You're making a commitment to the individual that a year later you may wish you had not made -- and since it isn't necessary to make it, why do it? What will happen in our case, I just won't let anything go through the (granddaddy) Career Service Board asking for that much.

MR. ECHOLS: This is only two years, Paul. He reaches retirement age in 1966. And I don't think the request should go through right now--

MR. BOREL: In other words, three years from now he is going to retire--

25X1A9a [REDACTED] He's not eligible--  
[REDACTED] But this isn't a decision that this Board is being called upon to make, is it?

MR. ECHOLS: No. I was just trying to get your advice on this point.

25X1A9a [REDACTED] I go back to my only point, if the man was working here at Headquarters and they wanted an extension, it would seem reasonable to say, "We will give you a year and then reconsider" -- and this still does make it a little difficult for him, planning-wise. If, on the other hand, they are planning to send him overseas or put him on a project - the duration of which looks like it goes on to March of 1968, then it would seem like a reasonable request, for planning purposes--

25X1A9a MR. ECHOLS: I think the Career Service really has to make the ✓  
decision. Now we sent [REDACTED] long past retirement age [REDACTED] 25X1A  
25X1A6a [REDACTED]

[REDACTED] Well, I couldn't have asked him -- and he wouldn't have done so -- to move his family, furniture, and so on, to the [REDACTED] for a year. That would be too

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uncertain. But if I could promise him a two-year tour it was a different story.

25X1A9a [REDACTED] Speaking certainly for the Communications Career Service -- and I'm sure it applies for most -- I think that for every ten people hitting 60 that there are maybe one or two, at the most, you have any interest in retaining. You're sort of happy to move the others on to bring along the young fellows. And I find it hard to believe it will be chronic.

MR. ECHOLS: On my first point, have you any views or any feelings at all as to how far in advance of mandatory retirement age should a Career Service head ask for an extension?

MR. GEORGE MILLER: Six months sounds--

25X1A9a [REDACTED] What do you do now on the Civil Service at 62? - what do you do? You let the man know five years in advance, don't you? Then what happens next?

25X1A9a [REDACTED] Then two years before he retires he is called in and they go over . . . (inaudible) . . . , and then one year before he retires they notify him again. But this is all for the good of the individual. This has nothing to do with extensions--

MR. ECHOLS: Some cases drag on until the very last minute--

25X1A9a [REDACTED] Most of them drag on--

MR. GEORGE MILLER: Before they put in a request -- many of them drag on right to the last minute.

MR. BOREL: I think some of this has been due to a degree of uncertainty in some cases -- for example, somebody will say, "Well, I'm going to wait, because we have a new Director and he may want to throw this whole thing out the window, as far as the Civil Service retirement policy." And we have a little trouble keeping some things on the track because of that. It's a little hard to anticipate--

MR. ECHOLS: I would think, off hand, anywhere between six months and a year would be a desirable practice, myself.

25X1A9a [REDACTED] To get an indication of extension? Boy! I do too!

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25X1A9a [REDACTED] I think nine months is reasonable enough.

MR. ECHOLS: I'd like to also call attention to case No. 18,  
25X1A9a [REDACTED] and I do so only because in the claimed service for this man they incorporate covert training in Washington. I was merely going to suggest that we annotate this case, as we have others, that we have not considered this service in making our determination.

These are the only two special cases in this group, as far as I know. All of the others have verified qualifying service and meet all of the requirements. So I'm ready for a motion.

25X1A9a [REDACTED] I so move that we designate these employees and notify them of their right to elect to remain in the System.

. . . . This motion was then seconded and passed . . . .

MR. ECHOLS: Now, the last group - Category E - consists of four employees who meet the criteria for designation only, because they have less than 15 years of service. There appears to be no question - no problem.

25X1A9a [REDACTED] What is [REDACTED] total Agency-- 25X1A9a

25X1A9a [REDACTED] is a special case -- and I think he will probably appear before the Board - I don't know. He is a chap that was picked up as a Navy man and made an operations officer and served overseas for many years before he converted to Agency employment, although it was continuous service and the same duties. And I think he wants to raise the question as to whether we would grant qualifying service for those years while he was a Navy officer.

25X1A9a [REDACTED] I don't understand the longevity computation date of 1949. Where you show the longevity computation date, isn't that supposed to be with the Agency?

25X1A9a [REDACTED] For normal purposes, but not for the purpose of retirement under this System.

MR. ECHOLS: We cannot count service as a military officer,

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for example, on detail to this Agency. The man must be a civilian employee of CIA.

25X1A9a [REDACTED] So then actually he has only 50.20 months--

MR. ECHOLS: That is true. And we have responded to his inquiry as to whether or not his period of service as an officer detailed to this Agency could be counted -- we responded by a memorandum to him under date of 28 June. (Mr. Echols then read this memorandum to the Board.)

ILLEGIB Now, aside from what the Regulation says, there was direct testimony to Congress in response to their [REDACTED] question whether this would apply under any circumstances to military personnel detailed to the Agency, and our answer was, "Positively not."

MR. BOREL: They would be claiming benefits under two systems--

MR. ECHOLS: We were queried on this particular point, and the answer was negative.

25X1A9a [REDACTED] And under qualifying service it specifically says in the Regulation that it must be service as an Agency employee.

25X1A9a [REDACTED] Is it contemplated that [REDACTED] will go out again? 25X1A9a

25X1A9a [REDACTED]: I don't know. It's entirely possible.

MR. ECHOLS: This is the real issue with this man -- is there sufficient likelihood that before he is age 60 he will have a chance to complete this service -- otherwise we would be putting him in and taking him out. But nonetheless, putting him in does give his survivors additional benefits, and if there is a reasonable chance, [REDACTED] I think it should be done.

25X1A9a [REDACTED]: I think there is a reasonable chance of his going overseas and making up this time. He is in planning activity, and he would be a perfectly good replacement either in [REDACTED] for existing planning officers. 25X1A6a

MR. GEORGE MILLER: I'm sorry, but I don't understand why you consider him to qualify. I think my own case is sufficiently close enough to his. He only has 50 months overseas.

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25X1A9a

He doesn't have 15 years with the Agency.

He has 12 years and 9 months of civilian Agency service. With military and civilian combined he has 16 years and 5 months. By taking away the military, he has 12 years and 9 months, so he would have sufficient time before he achieves his 15 years of civilian service--

MR. GEORGE MILLER: I had about 50 months overseas -- maybe not quite that much -- and I came in in 1952. I haven't had 15 years in the Agency, and I've got about the same number of months of overseas, and yet you tell me I am not qualified. I have only been here 12 years, so I've got three more years and only lack less than a year.

MR. ECHOLS: Now the basic requirement that would still have to be established -- and I don't know if it does or does not apply in your case--

25X1A9a

Be in a component that would normally bring overseas service. This is why I was asking if Dick still is.

This may have been the reason, George. I don't know.

MR. ECHOLS: As far as the policy on eligibility to participate, George, participation in the system is reserved exclusively for those employees who have accepted the obligation to serve anywhere and at any time, according to the needs of the Agency, and who are serving on a career basis in a field which normally requires the performance of minimum periods of qualifying service as an integral part of a career in that field. If your Career Service establishes this fact, then I think they would have a good basis for nominating you.

25X9A2

MR. GEORGE MILLER: Well, in my Career Service we've got about 65 out of [REDACTED] that are overseas at all times.

MR. ECHOLS: Resubmit the case, and we will bring it up again, if you wish. You were redlined, is this right?

MR. GEORGE MILLER: Well, I got this letter which said I wasn't eligible -- but it went on to say because I didn't have 60 months of qualifying service--

MR. ECHOLS: Do you have more than 15 years of Agency service?

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MR. GEORGE MILLER: I do not.

MR. ECHOLS: Then there may be an error here.

25X1A9a [REDACTED]: And you (indicating Mr. Miller) would have time to get it before you would have 15 years--

MR. GEORGE MILLER: Yes.

MR. ECHOLS: Then it sounds like an error to me.

25X1A9a [REDACTED] I will check it out. I'll go back to the Career Service.

25X1A9a [REDACTED] May I ask the same question that Harry  
25X1A9a raised on the [REDACTED] case. You have a longevity computation date of 17 January 1949. Was that the day that he was detailed to CIA?

25X1A9a [REDACTED] Right.  
[REDACTED] In other words, that would count toward his total service with the Agency but not as qualifying service--

MR. ECHOLS: His service as a civilian employee of the Agency began on 8 September 1952 -- that is noted on the form.

25X1A9a [REDACTED] Yes, but I would have thought it would have been the other way around -- that that would have been up here with an asterisk, and then down below show the 17 January 1949.

25X1A9a [REDACTED] We do not officially set longevity computation dates for the Agency -- so this is an official date that has been set in the Office of Personnel.

25X1A9a [REDACTED]: They mean it as longevity in the Agency.

MR. ECHOLS: This may well be in error, too.

25X1A9a [REDACTED] That is what I would like to know.  
[REDACTED] As he pointed out, he was given his 15 year certificate on the basis of this date.

25X1A9a [REDACTED]: Well, that could be in error, too. Would  
25X1A9a you (indicating [REDACTED] find out on that? - because this is the first time that has deviated, to my knowledge, from the time the man came into the Agency as a civilian.

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MR. ECHOLS: Okay, we'll find out the answer to that one. It may be that we set these LCDs to embrace the first day of duty of a detailed military person -- I don't know.

Well, I think we need a motion on this last group.

25X1A9a

[REDACTED] move we designate them.

[REDACTED]: Supported.

. . . . This motion was then passed . . . .

25X1A9a

MR. ECHOLS: I have one little piece of new business here. For your information, two formal appeals have been sent to the Director. One is from [REDACTED], GS-16, Office of the DDI. He has been shown the Employee Bulletin, and I don't see how he could possibly fancy that he qualifies, but he has chosen to submit an appeal.

MR. BOREL: The reason I can't speak to it from the DD/I viewpoint, this is on the basis of work for the DD/P while he was in the DD/P that would add to his service overseas and if considered qualifying service would bring him up to 60 months.

MR. ECHOLS: Well, this has been received by the IG's office and, presumably, they will start their investigation immediately and will be in contact with our Staff here to assemble the facts and so on.

25X1A9a

The other case is [REDACTED] GS-14, DD/P - CA Staff, who has submitted an appeal. Again, without trying to pre-judge the case, it's somewhat similar to the one that the Security Office had the other day.

And a third case, which is not an appeal, was someone who was redlined and thought an error had been made -- and indeed an error had been made, so the case was put back in the hopper.

MR. BOREL: Mr. Chairman, I was wondering if in a case like [REDACTED] the IG starts out on this without any benefit of reaction from the Board?

MR. ECHOLS: I think the IG's first port of call would be down here.

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MR. BOREL: I was wondering why the procedure wasn't such that he would at least have the benefit of the Board's view before he starts on the case.

MR. ECHOLS: I think he will -- he will have the transcript pertaining to that case, and the documents submitted on the case, and I think he would start from that point--

25X1A9a

MR. BOREL: We haven't met [REDACTED] or heard any testimony, or anything like that. In other words, is this coming up to the Board here before the IG gets on it?

25X1A9a [REDACTED] You would think the first port of appeal would be to us.

25X1A9a 25X1A9a

MR. ECHOLS: [REDACTED] was redlined and [REDACTED] was redlined. So the Board hasn't as yet discussed this case. I wouldn't be at all surprised if before we're through we will find ourselves meeting with the IG on some of these -- don't you imagine? In other words, he may want the opinions of the Board, the recommendations of the Board, the thinking of the Board on some of these cases. The Regulation is silent on this point. There is no modus operandi outlined for the IG.

MR. BOREL: I would think that the Board -- you haven't made a determination on the basis of the general policy -- the Board ought to consider the appeal, and then you (indicating Mr. Echols) ought to notify -- because the man may drop it and not go to the IG at that point, and we haven't crossed this particular line--

25X1A9a [REDACTED]: At this point he is appealing a decision of his Career Service without our even having a chance--

MR. BOREL: Appealing to the Director of Personnel--

25X1A9a MR. ECHOLS: No -- the Career Service redlined it. Are we speaking of [REDACTED]

25X1A9a [REDACTED] Yes. Yes, I guess that is true.

[REDACTED] Paul did notify me of this case and all I did at the time was make available to Paul a draft of the Employee Bulletin, because I thought the man once he read that Bulletin would immediately withdraw the appeal.

25X1A9a [REDACTED] For example, I've had our Admin people come up

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with a few cases and before they redlined them they said, "What do you think?" And we would look them over, and say "Yes" or "No, don't put this one in." It is a decision of the Career Service. But as Paul indicates, it does seem this Board should be the first --

MR. BOREL: I don't see how the DD/I Career Service can pass on service performed for the DD/P as a DD/P officer when the man himself feels disinclined to even discuss the nature of the service with us -- and even if he did, we wouldn't be in a position to make a qualified judgment. So that is the reason we redlined him, because there wasn't any evidence--

MR. ECHOLS: When the IG gets an appeal on a case which the Board has not previously considered do you think it would be illogical for the IG to present the case to the Board and say, "Will you review this case?" And the Board might, on its first review, say, "Hell's bells! We agree" - and there would be no appeal. Is that illogical?

25X1A9a [REDACTED] I think we can undercut that a little.

Paul, did your Career Service offer this man the opportunity to discuss the case with them?

25X1A9a MR. BOREL: [REDACTED] came to see me, and we talked about it, and I got hold of an advance copy of the Employee Bulletin and I said, "You take this appeal back with you along with this advance copy of the Employee Bulletin, and study it, and after you have done that if you still think you've got a case, come back." He did come back and he said, "I still do." He said, "There are three people who know about this. One is Mr. Dulles, one is [REDACTED] and the other one is 25X1A Dick Helms -- and Dick knows less about it than the other two." He said, "I don't know if I can get any evidence on it, but I feel it is my duty and right to do so."

MR. ECHOLS: This case is complicated because there are two Career Services involved here.

25X1A9a [REDACTED] I was just wondering if in some of these cases we could (prevent) the preparing of a letter that is going to the Director -- and to the IG--

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MR. BOREL: I did -- he brought it to the Head of his Career

Service, and I gave it to Eck.

25X1A9a

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[REDACTED] You did very well, Paul, and I was going to ask if we couldn't have that as the practice [REDACTED] maybe, among the various Career Services -- if they know of a case like this to call the person in and talk to him and see if they can work the thing out with him -- because Paul did - their Career Service did all they could do, it seems to me.

25X1A9a

[REDACTED] It seems pointless for the IG to consider a case on retirement that has not even been considered by the Retirement Board.

MR. ECHOLS: Exactly.

25X1A9a

[REDACTED] And I'd like to hear the person -- I'd like to put the questions to the person myself, rather than to sit here and have the IG, who has found certain facts, telling us what we've got to make a decision on; in other words, just the facts that he presents to us.

25X1A9a

[REDACTED] Eck, I have one other suggestion -- and this may be just gratuitous, because you may be doing it -- but as we begin developing precedent in terms of qualifying service, particularly, are you establishing some sort of a file? It would seem to me as the months or years go by we may want to go back -- we may say, "Wasn't there a case where we had something comparable"--

25X1A9a

MR. BOREL: The common law.

25X1A6a

[REDACTED] For example, [REDACTED] Office of Security, domestic employment - some sort of cross-reference system -- so we don't have to sit here and try to remember a case--

MR. ECHOLS: I think we might ask Phil here to go through the transcript after each meeting and try to catalogue, if you will, the new [REDACTED] type cases that have been heard and ruled upon - perhaps the locations or types of service, and so on, to try to build up an index of case law.

25X1A9a

[REDACTED] I have done this, up to a point.

MR. BOREL: This could be reflected in the minutes, for one thing,

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in brief, so that at least you would flag--

25X1A9a [REDACTED] Yes, but I question whether our replacements a year or two from now when confronted--

MR. ECHOLS: We are establishing principles, though, that are coming through pretty loud and clear, I think, and we should be able to build up a body of history here. We will undertake that.

25X1A9a [REDACTED] On this meeting that we had on Tuesday to discuss the Office of Security case, in the minutes that I'm coming up with now I'm pointing out the pertinent facts that were discussed and some general conclusions that were reached.

MR. ECHOLS: Is there any other business?

25X1A9a [REDACTED] I have one item that might be of interest to the Board just as a matter of information. A week ago Friday we received our first check for the transfer of money from the Civil Service Commission in accordance with our procedure. They sent over one check only at that point, as a result of one schedule of names, until this had a chance to filter back through our channels to see if everything was satisfactory in the return. And apparently it is satisfactory and acceptable to all of our people -- and Phil has had a chance to see the results of this, too. So other checks will be filtering back now as other names clear through. But we do have our first money in the bank, as it were, for the CIA Retirement System.

MR. ECHOLS: And, related to that question, have employee deductions yet gone in--

25X1A9a [REDACTED] I'm sure these are beginning to come along, too.

MR. ECHOLS: We actually have a Fund now.

25X1A9a [REDACTED]: But I thought you would be interested in this first transfer accomplishment.

25X1A9a [REDACTED] Has the first deduction started yet?

[REDACTED] I can't say for sure yet, but I'm sure some of these notifications have hit the payroll process, and in the normal course of the

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payrolling process the six and a half percent withholding, while it wouldn't change for the individual would be earmarked for CIA as against Civil Service.

MR. ECHOLS: I have just received the bad news that the Office of Computer Services can't give us our next runs until 30 July.

25X1A9a [REDACTED] Can we volunteer to do a job on sort of the next age group from our own records?

MR. ECHOLS: Any head start you can get on your own records--

25X1A9a [REDACTED] I think we're going to have enough in the meantime. I've been pushing the Office of Finance, and the Office of Logistics should be starting to come through -- and this will just about clean it up, other than the Clandestine Services.

25X1A9a [REDACTED] All I'm saying is let us know when you're hurting for more names.

MR. ECHOLS: Okay.

. . . The meeting adjourned at 3:05 p.m. . . .

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